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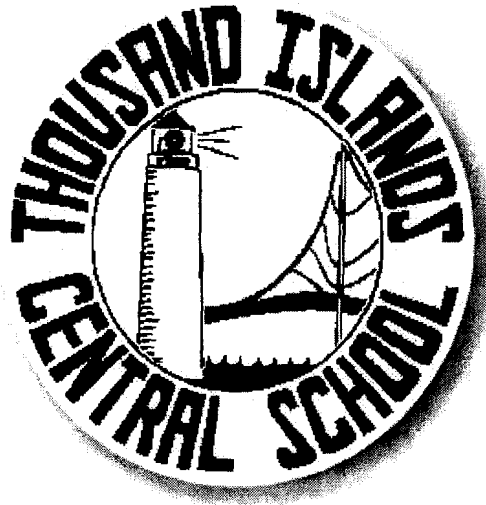
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**AGREEMENT BETWEEN  
THOUSAND ISLANDS CENTRAL SCHOOL DISTRICT**

**AND**

**THOUSAND ISLANDS EDUCATION ASSOCIATION**

**July 1, 2006 – June 30, 2009**

**RECEIVED**

DEC 13 2007

NYS PUBLIC EMPLOYMENT  
RELATIONS BOARD

## *TABLE OF CONTENTS*

Recognition .....	3
Article I - Code of Ethics .....	3
Article II – Association-Superintendent Communications .....	4
Article III - Grievance Procedure.....	4
Article IV - Absence Provisions for Unit members .....	5
Article V - Professional Due Process.....	7
Article VI – Teaching / Class Load.....	7
Article VII – Teacher Qualifications, Assignments, and Transfers .....	8
Article VIII – Probationary Unit members – Hearings .....	9
Article IX – Alternative 3020-A Procedure .....	10
Article X – Personal Injury .....	11
Article XI – Health Insurance .....	11
Article XII – Dues Deduction .....	12
Article XIII – Common Courtesy.....	12
Article XIV – Subcontracting .....	13
Article XV – Miscellaneous Provisions.....	13
Article XVI – Certified Teacher Assistants .....	13
Article XVII – Compensation .....	13
Article XVIII – Tuition .....	15
Article XIX – Work Day / Work Year.....	15
Agreement.....	16
Appendix A – Extra-Curricular .....	17
Appendix B - Coaching Stipends.....	18
Appendix C – Grievance Form .....	19
TIEA Salary Schedule 2006 - 2007 .....	20
TIEA Salary Schedule 2007 – 2008.....	21
TIEA Salary Schedule 2008 – 2009 .....	22

## MEMORANDUM OF AGREEMENT ("hereinafter "MOA")

THIS AGREEMENT entered into as of the 26 day of April, 2007, by and between the Thousand Islands School District ("Employer") and the Thousand Islands Education Association (the Association") does hereby amend the terms of the existing collective bargaining agreement ("CBA") that governs the employment relationship between Employer and the Association, as follows:

Effective June 19, 2007 the Employer and Association agree to the following:

### Employer Non-Elective Contribution to 403(b) Plan

1. **Employer Non-Elective Contribution – Leave Conversion** The Employer agrees to make an Employer Non-elective Contribution to the 403(b) account of each covered employee entitled to a leave conversion under Article IV, Section 2 of the collective bargaining agreement. Such contribution will be in an amount equal to and in place of the accumulated leave provision under Article IV, Section 2 of the collective bargaining agreement, subject to the maximum contribution permitted under Section 415(c)(1) of the Internal Revenue Code of 1986, as amended, for the year in which the employee severs employment
2. **No Cash Option** No employee may receive cash in lieu of or as an alternative to any of the Employer's Non-elective Contribution(s) described herein.
3. **Contribution Limitations** In any applicable year, the maximum Employer Contribution shall not cause an employee's 403(b) account to exceed the applicable contribution limit under Section 415(c)(1) of the Code, as adjusted for cost-of-living increases. For Employer Non-elective Contributions made post-employment to former employees' 403(b) account, the Contribution Limit shall be based on the employee's compensation, as determined under Section 403(b)(3) of the Code.

In the event that the calculation of the Employer Non-elective Contribution referenced in any of the preceding paragraphs exceed the applicable Contribution Limits, the Employer shall first make an Employer Non-elective Contribution up to the Contribution Limit of the *Internal Revenue Code* and then pay any excess amount as compensation directly to the Employee. In no instance shall the Employee have any rights to, including the ability to receive, any excess amount as compensation unless and until the Contribution Limit of the *Internal Revenue Code* are fully met through payment of the Employer's Non-Elective Contribution

4. **403(b) Accounts** Employer contributions shall be deposited into the 403(b) account selected by employee to receive said Employer contributions, provided such account will accept employer non-elective contributions.
5. **Tier I Adjustments** Tier I members with membership dates prior to June 17, 1971, Employer Non-elective Contribution hereunder will be reported as non-regular compensation to the New York State Teachers' Retirement System.
6. This MOA shall be subject to IRS regulations and rulings. Should any portion be declared contrary to law, then such portion shall not be deemed valid and subsisting, but all other portions shall continue in full force and effect. As to those portions declared contrary to law, the Association and Employer shall promptly meet and alter those portions in order to provide the same or similar benefit(s) which conform, as closest as possible, to the original intent of the parties.
7. This MOA shall further be subject to the approval of the 403(b) Provider, which shall review the MOA solely as a matter of form and as the provider of investment products designed to meet the requirements of Section 403(b) of the *Internal Revenue Code*.
8. Both the Employer and Employee are responsible for providing accurate information to the 403(b) Provider. This information includes both Elective and Employer Non-Elective Contributions and the amount of the participant's Includible Compensation.

For Employer

By: \_\_\_\_\_

Dated: \_\_\_\_\_

John S. Katt  
6/19/07

For the Association

By: \_\_\_\_\_

Dated: \_\_\_\_\_

Heather Lavarnway  
April 26, 2007

**AGREEMENT  
BETWEEN  
THOUSAND ISLANDS CENTRAL SCHOOL DISTRICT  
AND  
THOUSAND ISLANDS EDUCATION ASSOCIATION**

The following items relating to the terms and working conditions of employment and grievance procedure have been agreed upon between the Thousand Islands Central School District and the Thousand Islands Education Association and shall be in effect from July 1, 2006 to June 30, 2009.

The Thousand Islands Central School Board of Education recognizes the Thousand Islands Education Association as the representative organization of all professional and certified personnel, excluding administrators, and nurses.

**ARTICLE I  
CODE OF ETHICS**

The Board of Education and the Thousand Islands Education Association both subscribe to the joint code of ethics of the New York State School Boards Association and the New York State Teachers Association.

- A. The unit member and the School Board recognize that while the unit member participates in the formulation of school policy under the leadership of the school administrator, it is the duty of the administrator to recommend, and the prerogative of the board, to determine policy.
- B. The unit member and the School Board transact all official business through proper channels and hold inviolate all confidential information.
- C. The unit member and the School Board recognize their obligation to develop growing appreciation and understanding of the principles of democracy; they refrain from using the school to promote personal views on religion, race or partisan politics.
- D. The unit member and the School Board agree that due notice in fair time be given in all cases of appointment, resignation or termination of service.
- E. The unit member and the School Board avoid disparagement of fellow workers and predecessors.
- F. The unit member and the School Board are impartial in all relationships with the pupil.
- G. The unit member and the School Board encourage able and promising students to enter the teaching profession.
- H. The unit member receives from the administrator candid appraisal of his work and help with his problems; the school board requires such supervisor assistance.
- I. The unit member actively participates in the work of local, state and national professional educational associations; the school district in state and national school boards' associations.
- J. The unit member uses ethical procedures in securing positions and in maintaining salary schedules; the school board uses ethical procedures in filling positions and in maintaining salary schedules.
- K. The unit member accepts no compensation from firms commercially interested in the school; no member of the school board accepts compensation.
- L. The unit member assumes responsibility for the welfare of the pupil and shows sympathetic understanding of pupil problems; the school board provides conditions under which this can be accomplished.
- M. The unit member endeavors to maintain good mental and physical health and to maintain a wholesome attitude towards the pupil; the school board provides healthful teaching environment.
- N. The unit member develops through continued study, travel, participation in professional and community life, and through wholesome human relationships; the school board stimulates and encourages professional growth of the unit member.

- O. The unit member is proud of his profession; the school board is proud of its unit member.

**ARTICLE II**  
**ASSOCIATION-SUPERINTENDENT COMMUNICATIONS**

To help maintain smooth working relations with Association members, the Association President and the Superintendent will arrange to meet by mutual consent.

**ARTICLE III**  
**GRIEVANCE PROCEDURE**

- A. Definitions
1. "Grievance" is any alleged violation of this agreement or any dispute with respect to its meaning or application. The Grievance Procedure terminates as described in item D in the grievance procedure. (Arbitration for Grievance).
  2. A "unit member" is any person in the unit covered by this agreement.
  3. An "aggrieved party" is the unit member or groups of unit members, or the Association, who submits a grievance or on whose behalf the Association submits it.
  4. "Days" shall mean calendar days, excluding Saturdays, Sundays, and holidays when the school business office is closed.
- B. Submission of Grievance
1. Grievance shall be deemed waived, unless it is submitted in writing within twenty (20) days after the aggrieved party knew or should have known of the events or conditions on which it is based.
  2. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally and in so doing shall give notice that a "grievance" is being raised.
  3. Each grievance shall be submitted in writing on a form contained in Appendix C, and shall identify the aggrieved party, the provisions of this agreement involved in the grievance, the time and the place the alleged events or conditions constituting the grievance existed and, if known, the identity of the person responsible for causing such events or conditions, and a general statement of the grievance and redress sought by the aggrieved party.
  4. All grievance meetings and hearings will be conducted outside the normal school day.
- C. Grievance Procedure
1. Informal

An aggrieved party shall discuss his (her) grievance with the Superintendent in an effort to resolve the matter informally.

If the grievance is not resolved informally within two (2) days, the grievance shall be reduced to writing and presented to the Superintendent within five (5) days.

2. Superintendent

The Superintendent or his (her) designated representative, within five (5) days of receiving the grievance, may schedule a hearing with the aggrieved party with respect to this grievance. Such hearing may take place within seven (7) days of the Superintendent receiving the grievance. The Superintendent shall make his (her) written response to the aggrieved party within ten (10) days of the hearing if one is held. If no hearing is held, the Superintendent must respond within seven (7) days of receipt of the grievance.

3. Board

If the aggrieved party is not satisfied with the decision of the Superintendent, an appeal may be filed in writing with the Board within five (5) days after receiving the Superintendent's decision.

The Board or a committee thereof may hold a hearing within ten (10) days of receipt of the written appeal, with the aggrieved party and his (her) representative.

Within five (5) days after conclusion of the hearing, if one is held, the Board's written decision with reasons given shall be transmitted to the aggrieved party. The Board shall render a decision within five (5) days of receipt of the grievance if no hearing is held.

**D. Arbitration for Grievance**

1. In the event the Association is not satisfied with the response of the Board, it may, within fifteen (15) days after receiving that statement, refer the grievance to arbitration by requesting that the American Arbitration Association provide lists of arbitrators. A copy of such request shall be forwarded to the Superintendent. The parties agree to adhere to the rules of the American Arbitration Association.
2. The arbitrator shall render a decision within thirty (30) days from the date of the close of the hearing record. The arbitrator's decision will be in writing, and will set forth his (her) findings, reasonings and conclusions on the issues submitted. The arbitrator will be without power or authority to make any decisions which require the commission of an act prohibited by law, or which is violative of the terms of this agreement. The decision of the arbitrator shall be binding. The arbitrator shall have no power to alter, add to, or detract from the provisions of the agreement.
3. The cost for the services of the arbitrator will be borne equally by the District and the Association.
4. The election to submit a grievance to arbitration shall automatically be a waiver of all other remedies or forums which otherwise could be available.

**ARTICLE IV  
ABSENCE PROVISIONS FOR UNIT MEMBERS**

**A. Sick Leave**

1. Fifteen (15) days per year. No more than 200 days can be carried over to the next year.
2. Terminal Leave Pay: Upon retirement from the District after a minimum of ten (10) years service in this District, each unit member shall be paid for unused accumulated sick leave, provided one hundred twenty (120) days of advance notice has been given, as follows:

<u>Days</u>	<u>Buy Out</u>
1 - 100	\$10/day for the first 100 days
101 - 150	\$30/day for the next 50 days
151 - 200	\$50/day for the next 50 days
Maximum buy out = \$5,000	

NOTE: The 120 day notification may be waived in cases of hardship, as determined by the Superintendent.

**B. Personal Leave Definition**

Three (3) days per year, non-cumulative, shall be granted as personal leave.

This leave may be used to conduct business transactions not possible after school hours, funerals not covered under sick leave policy, and extraordinary circumstances.

Three (3) days shall be granted automatically and no reason for absence other than the identification "personal leave" shall be required of the unit member as long as the Superintendent is notified of the unit member's intent to absent himself at forty-eight (48) hours prior to the time of said absence. At his discretion the Superintendent may waive said forty-eight (48) hour requirement.

Personal leave immediately before or after a holiday or vacation period shall be granted only for emergency situations, shall be requested in advance, and shall have the reason stated.

Unused personal leave days will accumulate to a unit member's sick leave accumulation.



- C. Professional Leave  
Unit members of the Association will be granted professional leave with pay to attend meetings of the New York State United Teachers. This leave will be granted to unit members who are NYSUT delegates, NYSUT alternates, and NYSUT committee chairmen. Unit members designated by the Association President shall be granted leave to attend to necessary business of the Association. Except in emergency situations, the Superintendent shall be notified a minimum of two weeks prior to the date of leave. Professional leave days may be used in units of full days or half days. Such leave days shall not exceed an aggregate total of 15 days in any school year.
- D. The Superintendent agrees to hear requests for professional visitation leave days as needed on an individual basis and the granting of said requests shall be solely at the discretion of the Superintendent.
- E. Sick Leave Bank  
The sole purpose of the Sick Leave Bank is to provide additional sick leave to bank members who have exhausted their own sick leave and have suffered an unplanned or prolonged serious illness. The Sick Leave Bank will be administered according to the guidelines below.
1. All unit members in the bargaining unit are eligible for membership.
  2. Application for membership must be made in writing by the 2nd payroll. Membership will be effective that school year. A new unit member may apply for membership within 30 days after commencing work.
  3. An initial contribution of three (3) days and an annual contribution of one (1) day per year must be made from a member's accumulated sick leave in order to begin or retain membership in the bank.
  4. When the total accumulation of days in the bank reaches 400 or more, no further annual contributions will be necessary to continue membership in the bank. When the bank falls below 400 days, annual contributions will begin again, the following school year.
  5. Days contributed to the Sick Leave Bank are non-refundable.
  6. Persons wishing to terminate membership in the Sick Leave Bank must notify the Sick Leave Bank Committee in writing. Termination of membership must be accomplished prior to July 1 of any given year.
  7. Before a member can draw on the Sick leave Bank all of his/her personal sick leave must have been exhausted.
  8. Waiting Period - After exhausting his/her personal sick leave, and his/her request has been accepted by the sick leave committee, the unit member must wait: 5 work days before using sick bank days if his/her sick leave accumulation was 100% - 75% of the maximum accumulation possible; 10 work days if his/her sick leave accumulation was 74% - 50% of maximum accumulation possible; 15 work days if his/her sick leave accumulation was 49% - 0 of maximum accumulation possible. Calculation is based on number of accumulated days available when illness commenced.
  9. Benefits can be granted only for an unplanned or prolonged catastrophic illness. Ordinary, voluntary disabilities or elective surgery are excluded except in the case of extreme or prolonged complications.
  10. Benefits received from the bank will not have to be repaid.
  11. Maximum benefits for any one individual shall not exceed 60 days or 15% of the bank whichever is less. Benefits will be granted based on the number of days available in the bank during the school year.
  12. Benefits will apply only to days on which the member could have normally worked.
  13. Applications for benefits submitted to the Sick Leave Bank Committee must be accompanied by a detailed doctor's statement including such things as a complete diagnosis, expected duration, physical limitations, etc.
  14. Benefits may be drawn from the bank by any one member only once in a given school year.
  15. All applications for benefits will be reviewed by the Sick Leave Bank Committee and they shall make a recommendation to the Superintendent who will make the final determination of the number of days to be granted to the applicant.
  16. The Superintendent may require a member requesting and/or receiving benefits, to submit to a physical examination by a doctor of the District's choice.
  17. Retirees may not contribute their unused sick leave to the Bank.

18. The Sick Leave Bank Committee shall be composed of (2) Administrative members and (2) bargaining members. Each committee member shall serve for a period of (3) years. Only members of the bank will be eligible for membership on the Committee.

19. Payment will be at 1/200 of the unit member's salary, per day.

#### **ARTICLE V PROFESSIONAL DUE PROCESS**

- A. The official district personnel file shall be maintained in the central office. Unit members shall have the right, upon prior request, to review the contents of their file, excluding material received prior to the unit members' commencing employment. A unit member shall have the right to have a personally selected representative accompany him or her during such review.
- B. Except for references and information received prior to the commencement of employment, any material which is derogatory to a unit member's conduct, service, character, or personality, shall be filed only after the unit member has had an opportunity to examine the material. The unit member must affix his signature on the actual copy to be filed with the understanding that such signature merely signifies that the material has been examined and does not indicate agreement with its contents. The reporting of an incident to be filed must be reduced to writing within three months of its occurrence, exclusive of the summer vacation period. Any material, which is proved to be inaccurate, misleading, or inappropriate, shall be removed from the file.
- C. Upon receipt of a written request, the unit member shall be furnished with one copy by reproduction of any material in the file, excluding material received prior to the commencement of employment.
- D. The unit member shall have the right to attach a letter of explanation to any material to be filed before it is placed in his file. Except for written evaluation reports the unit member's letter of explanation shall be attached to the original material within fifteen school days of the unit member's initial examination.
- E. Only material in the unit member's official file, and filed prior to any recommendations, may be used by the District in any action which could result in any negative consequences for the unit member.
- F. No material or copies of material will be forwarded from a unit member's file without the unit member's written permission. This is not intended to limit references requested of the District.
- G. No member of the bargaining unit shall be dismissed, disciplined, reduced in rank, or otherwise be deprived of any professional advantage except for just cause.

#### **ARTICLE VI TEACHING / CLASS LOAD**

*For the purpose of this agreement the following terms are defined as:*

- A. Secondary Unit members (6 – 12<sup>th</sup> Grade Unit members)
  - 1. Teaching Period: A scheduled class period during the school day where unit members are directly responsible for instruction.
  - 2. Planning Time: A period of time equal to a regular class period.
  - 3. Classroom Preparation: A set of plans needed for each specific course content.
  - 4. Duty: Includes, but not limited to study hall, hall duty, and bus duty.
  - 5. Academic Intervention Service Assignment: AIS is a "classroom preparation" – viewed as one classroom preparation per day no matter how many class periods assigned.
  - 6. Science Lab Instruction: Viewed as one (1/2) classroom preparation for each subject of lab instruction.
  - 7. Internship / Portfolio Coordinator: Viewed as one (1) Teaching and one (1) preparation period

Teaching Assignments and Duties will be assigned according to the Guidelines shown below:

Preparations	Teaching Periods	# of Duties for Unit Members with Less than 80 students	# of Duties for Unit Members with 80 Students or greater
1 - 2	4 or less	3+	2
	5	2	2
	6	2	1
	7	0	0
3 - 4	5 or less	2	1
	6	1	0
	7	0	0
5 - 6	5 or less	1	0
	6	0	0
	7	0	0

No changes to assigned duties will be made after October 1<sup>st</sup> as a result of increase or decrease in the number of students assigned.

**B. Elementary Unit members (K-5<sup>th</sup> Grade Unit members)**

1. The Board will endeavor to provide facilities and personnel sufficient to insure the maintenance of optimum class size and unit member load.
2. Each unit member will have a minimum of thirty-five (35) minutes, duty free, planning time per day.

**C. The Association President shall be released for a period of time equal to a regular class period.**

**ARTICLE VII  
TEACHER QUALIFICATIONS, ASSIGNMENTS AND TRANSFERS**

**A. Qualifications and Promotions**

1. The School District will follow the rules and regulations of the State Education Department in regard to the hiring of unit members.
2. In filling any vacancy on the school teaching staff, consideration shall be given to any unit member already on the staff who is qualified.
3. All openings for professional non-teaching positions and for positions paying salary differentials shall be adequately publicized by posting in faculty rooms or notifying all unit members in every school as far in advance of the appointment as possible and ordinarily at least thirty days in advance, clearly setting forth therein the qualifications for the position.
4. All qualified unit members shall be given adequate opportunity to make application for supervisory positions. If, in the determination of the Superintendent the overall qualifications of the applicant are substantially equal, the consideration should be given to qualified unit members employed by the Board.

**B. Assignments**

1. Unit members will have their tentative teaching assignments for the following year by Regents Rating Day in June.
2. The Principal of each school will provide the president of the TIEA with a tentative master schedule for unit members, including all enrollment numbers known for each unit member, no later than August 1 (one) of each year.
3. Unit members shall not be assigned, except temporarily, outside the scope of their teaching certificates or their major fields of study.
4. Unit members will be notified and consulted by the Superintendent before the end of school year of any changes in building assignments for the coming year. Changes in building assignment, grade assignments, or subject assignments will be made with the consent of the unit member involved whenever possible.

5. Assignments for extra-curricular duties shall be made only with the consent of the unit member. Each unit member shall be expected to accept a minimum of one extra-curricular duty, when requested. This duty is to be within the unit member's abilities and availability.
6. Travel Pay for Unit members Assigned to More than One Building. Any unit member whose services are assigned in more than one building shall be paid to commute during the day between assignments at the IRS rate per mile. Mileage reimbursement will be limited to travel between school buildings and shall not include home to school or school to home travel. The individual unit member will be required to keep appropriate records and to submit required vouchers for payment. Payment for such mileage will be made only twice per school year, at the end of January and the end of May.
7. Plan Books - Each teacher shall maintain a plan book for his or her instructional lessons. Teachers will make every effort when absent to send or telephone adequate plans to be used by a substitute unit member.

C. Transfers

1. Unit members may request a transfer in assignment, building, or subject taught at a specified time each spring in a letter written to the Principal.
2. Transfers of grade assignment, building assignment, or subject assignment shall be in the best interests of the District and on a voluntary basis whenever possible.
3. Involuntary transfers will be avoided. Unit members with the greatest length of service in the system will be last to be transferred, whenever possible.

D. Notification of Re-Employment

1. The District shall make every effort to notify in writing each non-tenured unit member of his or her employment status for the following school year by April 1.
2. Unit members who do not plan to teach in the District for the following year shall make every effort to notify the District in writing of their intentions by April 1. Unit members taking leave, or retiring for reasons of health shall be excepted.

### **ARTICLE VIII**

#### **PROBATIONARY UNIT MEMBERS - HEARINGS**

- A. In the event that a probationary member of the professional staff is being recommended for disciplinary action, dismissal, or is not being recommended for re-appointment, the following procedures shall be adhered to before the Superintendent makes his final determination or his recommendation to the Board of Education.
  1. The member of the professional staff shall be notified of his (her) right to Association representation before he (she) makes any statement or decision with regard to the pending charges or procedures.
  2. The professional staff member shall be entitled to a conference with the Superintendent. Such request shall be made by written notice within five school days of being notified in writing of a pending action. Should a conference be requested by the professional staff member, then the unit member or the Superintendent shall have the right to representation of his/her choosing at the conference.
  3. The purpose of the conference shall be for the professional staff member to have the opportunity to seek a deeper understanding of the reasons for the pending action or recommendation. The conference shall not be regarded as an appellate stage of any kind.
- B. In the event that a probationary unit member is recommended for dismissal, the Board will hold an executive session at which time the probationary unit member and/or his representatives shall be heard. This session shall be held prior to the public meeting at which the Board will render its decision on the recommendation. This item is in addition to Article 3031 of the New York State Education Law.

**ARTICLE IX**  
**ALTERNATIVE 3020-A PROCEDURE**

- A. A tenured unit member against whom charges have been filed pursuant to Section 3020-a of the Education Law may waive his or her rights to a 3020-a procedural hearing and choose instead a hearing in accordance with American Arbitration Association Labor Arbitration Rules as modified below. Once a choice of forum is made, the affected unit member waives all rights to proceed in any other forum.
1. The unit member so charged shall notify the District Superintendent in writing within ten (10) calendar days of receipt of the charges, of his/her intent to:
    - a. Waive his/her right to a 3020-a hearing and all provisions of Section 3020-a and Part 82 of the Regulations of the Commissioner of Education, and request a hearing under this section of the contract with the burden of proof of just cause placed upon the District; or
    - b. Retain all rights and privileges under 3020-a and Part 82 of the Commissioner's Regulations and request a hearing under those procedures.
    - c. Agree with the charges as written by the District and agree to accept the discipline proposed by the District.
  2. If the unit member fails, within ten (10) days to submit his/her election in writing, of one of the three choices listed above, such failure shall be construed as acceptance of the charges and the penalty determined by the District. The unit member shall thereby waive the right to, and shall be barred from, pursuing the matter in any legal, administrative, or contractual forum.
- B. The procedure for hearings under the American Arbitration Association Rules shall be as follows:
1. The parties shall proceed directly to a hearing before an arbitrator. The parties shall present their evidence and testimony at this hearing. All testimony will be under oath.
  2. The arbitrator shall be mutually selected from a list submitted by the American Arbitration Association, and shall hold a hearing within thirty (30) days of appointment.
  3. The District and the unit member may each choose to be represented by one (1) advocate.
  4. The arbitrator shall submit an award, accompanied by an opinion setting forth factual and legal determinations, within thirty (30) calendar days after the record of the hearing is closed.
  5. The findings and penalties arrived at by the arbitrator shall be final and binding on all parties, and no review of the arbitrator's decision will be undertaken, except as provided in Article 75 of the Civil Practice Law and Rules. The District shall implement the decision of the arbitrator immediately, and should an Article 75 proceeding be commenced, neither party shall seek a stay of such implementation pending the decision of the Article 75 proceeding.
  6. The cost of the arbitrator and American Arbitration Association fees shall be paid as follows: the first \$2,000 in cost will be paid by the district, all costs over \$2,000 will be shared equally by the parties.
- C. The charged unit member may be suspended without pay and benefits until completion of the proceedings for the following reasons:
1. Where the unit member faces charges for lack of certification,
  2. In situations where the unit member is delaying the proceeding.
  3. If a decision has not been rendered within 90 days of the receipt of charges by the unit member, the District may suspend the unit member without pay, regardless of the above stated reasons.
- D. If the unit member is awarded back pay, the unit member's back pay shall be reduced by the income the unit member earned during the time of suspension. Such reduction shall apply to income earned only during the time the unit member would normally be in his/her job with the school district. The unit member will be required to provide substantiation for any earnings or lack of earnings before back pay will be awarded.
- E. If an unit member is found guilty by a court of law of committing a felony, or any crime which would impact on that unit member's performance and role model as an unit member in the District, such conviction shall automatically constitute cause for disciplinary action, including dismissal; and the District may impose the penalty without a hearing. The Association may request a hearing under the procedures set forth in paragraph B above on the appropriateness of the penalty only, with the burden of proof falling on

the Association, to prove that the penalty is inappropriate. The penalty shall be applied while the Association is pursuing the challenge.

- F. The provisions of this Article shall not be subject to the grievance procedure contained in this contract, except where a claim is made that the District has violated the procedural aspects of this article.
- G. The time limits within this procedure may only be waived or modified by mutual agreement of the parties.

#### **ARTICLE X PERSONAL INJURY**

- A. If a unit member is absent as a result of an accident under the Worker's Compensation Law, the unit member shall be fully paid and the time of absence shall be charged to sick leave. When the Worker's Compensation case is settled, the unit member shall assign the benefits for loss of time at work to the District and all time charged to sick leave as a result of this accident will be restored.
- B. Should an assault or assault and battery on a unit member occur in the line of duty, and if an injury results in the loss of time, the unit member shall be paid in full for a period not to exceed six (6) months and such paid absence shall not be deducted from any sick leave to which such unit member is entitled under this agreement. Any Worker's Compensation benefits paid to a unit member during the period shall be turned over by the unit member to the school district.

In the event of an assault or assault and battery on a unit member which occurs in the line of duty, the Board will compensate the unit member for loss of eyeglasses, clothing, or personal effects on his person.

#### **ARTICLE XI HEALTH INSURANCE**

- A. All salaried unit members working half-time or more are eligible to join the Jefferson Lewis et. al. School Unit members Healthcare Plan. Unit members covered by the Plan shall pay 10% of the premium cost for 2006-07, 11% for 2007-2008, and 12% for 2008-2009. Such payment will be deducted from the unit member's paycheck. Premiums for July, August, and September will be deducted from the April, May, and June salary checks.

The Association agrees to accept the changes made to the Jefferson Lewis et.al. School Employees Healthcare Plan by the Board of Trustees of the Plan during the school year July 1, 1996 – June 30, 1997. If PERB should find against the District in Improper Practice Charge U-18500, the Association agrees to waive any PERB penalty against the District for the school year July 1, 1996 – June 30, 1997. The District agrees that should it decide to withdraw from the Jefferson Lewis et. al. School Employees Healthcare Plan, it will negotiate with the Association a replacement healthcare plan prior to withdrawing from the Jefferson Lewis et. al. School Employees Healthcare Plan.

Bargaining unit members eligible to retire under TRS guidelines, and who retire from the District having ten (10) or more years of service in the District are eligible for health insurance benefits in retirement.

- B. **Dental Insurance**  
The Board will provide sixty dollars (\$60) for premiums for each unit member who elects to participate in a dental insurance program. Any excess amount over the actual cost of the dental insurance plan up to \$60.00 may be used toward the cost to the family plan for any unit member who chooses to have the family plan.
- C. **Internal Revenue Service - Section 125 Modified Cafeteria Plan**
  - 1. **IRS Section 125 Modified Cafeteria Plan** – The District shall make available a Section 125 Modified Cafeteria Plan to unit members. This will include a Premium Conversion Account for the processing of health and dental insurance premiums on a pre-tax basis, and a Health Insurance Reimbursement Account and a Dependent Care Reimbursement Account for reimbursing eligible out-of-pocket medical expenses and dependent care costs.
  - 2. All employees who contribute towards their health and dental insurance premiums shall be enrolled in the Premium Conversion Account under the IRS Section 125 Modified Cafeteria Plan offered by the District

**ARTICLE XII  
DUES DEDUCTION**

- A. Dues for professional association memberships may be withheld from unit members' pay. Professional associations shall include the Thousand Islands Education Association and any state and/or national professional associations the Association may designate.
- B. On or before October 1st the Association shall submit to the District a list of those unit members who have not previously signed an appropriate authorization to have dues deducted from their salaries and who have elected to have dues deducted. The amount of the dues shall be forwarded to the District with this list. Unit members who have previously signed dues deduction authorization forms shall continue to have dues deducted unless he/she notifies the District and the Association in writing by October 15 that such deductions are to be terminated.

The first deduction shall be made in the first check in October and shall be continued in equal consecutive installments for a total of 15 payroll deductions.

- C. The District shall remit to the Association the dues it has deducted starting with the last check in November and at the end of each subsequent month through June.
- D. The District will make authorized deductions for contributions to a credit union designated by the Association. The Superintendent and the Association President shall mutually agree upon specific details for such deductions, authorizations, and other procedures.
- E. Local Association Agency Fee
1. Every unit member in the bargaining unit covered by this agreement who is not a member of the Thousand Islands Education Association shall pay to the Association an agency shop fee pursuant to section 208.3(b) of New York State Civil Service Law. The Association shall certify the amount of the agency shop fee and forward same to the District by October 1, along with a list of nonmember unit members to be declared agency shop fee payers.
  2. The District shall deduct from each such agency shop fee payer the amount certified by the Association. The deductions taken from agency shop fee payers shall be made in the same manner as deduction taken from members and shall be promptly forwarded to the Association.
  3. As to unit members hired subsequent to October 1, within ninety (90) days after such time, the Association shall certify to the District whether such unit member is an agency shop fee payer. After such certification the District will make deductions and pay same to the Association, as set forth above. Payments shall be retroactive to the date such unit member commenced employment. The total agency shop fee of each such unit member shall be prorated based on the number of months remaining in the school year after date of hire.
  4. The Association shall create a fully legal and adequate refund procedure for agency fee payers who object to illegal expenditures and shall otherwise deal with the funds and with agency fee payers in a lawful and proper manner.
  5. The Association agrees to save and hold harmless the Board of Education and the Superintendent for any and all damages and liabilities, including litigation expenses, that may accrue by reason of any action, suit or proceeding involving or in any way relating to the agency shop fee deduction provision herein above set forth.
- F. VOTE/COPE
- The District shall deduct from the payroll checks of individual unit members monies for VOTE/COPE. Each member who voluntarily elects to have such a deduction shall sign an appropriate authorization card in triplicate. Funds so collected shall be forwarded to VOTE/COPE by the District.

**ARTICLE XIII  
COMMON COURTESY**

The Association shall be notified, in writing, not less than 30 days in advance whenever conditions require the Board to act on the elimination of a position or program. The Association shall be given a reasonable opportunity under the circumstances to offer written recommendations. This provision shall not, however, limit the Board's discretion or authority to make such decisions as may be required by the circumstances.

**ARTICLE XIV  
SUBCONTRACTING**

The District agrees that it will not subcontract work currently being performed by members of the professional staff. Any auxiliary personnel will be used in a supplementary or supportive role. This is not intended to cover the expanded use of BOCES programs, personnel, or services.

**ARTICLE XV  
MISCELLANEOUS PROVISIONS**

- A. Neither party shall unilaterally make any changes in rules or procedure which will have the effect of altering the terms and conditions of employment as contained in the written agreement. Should a unilateral change, by either party, which has an impact on terms and conditions of employment not encompassed within the agreement be effected, the impact of such damage shall be deemed negotiable. Such negotiations will commence within five (5) school days of the effectuation of the unilateral change.
- B. If any provision of this agreement is, or shall be at any time, contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law.
- C. In the event that any provision of this agreement is, or shall at any time be contrary to law, all other provisions of this agreement shall continue in effect.
- D. This agreement shall supersede any rules, regulations, or practices of the District, which shall be contrary to or inconsistent with its terms. The provisions of the agreement shall be incorporated into and be considered part of the established policies of the District.

**ARTICLE XVI  
CERTIFIED TEACHER ASSISTANTS**

All Articles in this contract apply to Certified Teacher Assistants except for:

- Article VI Teacher Class Load;
- Article VII Teacher Qualifications, Assignments, and Transfers:
  - Section B. Assignments, and
  - Section C. Transfers: Item 1 and 2;
- Article XVII Compensation:
  - Section A. Payment Schedule for Graduate Coursework, and
  - Section D. Extra Pay for Directors, and
  - Section E. Subject Area Coordinators, and
  - Section G. Salary Compensation.

Teacher Assistant salaries shall increase by 4.2% in 2006-2007, 4.4% for 2007-2008, and 4.6% in 2008-2009.

**ARTICLE XVII  
COMPENSATION**

- A. Payment Schedule for Graduate Course Work

Each professional unit member upon the completion of six (6) additional hours, or a degree, shall submit to the Superintendent a written request for adjustment of salary and present evidence of having successfully completed such courses or degree.

- B. Payroll – Direct Deposit

Unit members will have their entire net paychecks electronically deposited into a bank account of their choosing.

- C. Extra Pay for Extra-curricular Assignments

Unit members shall receive extra pay for all extra-curricular assignments under Appendix A, as attached.

- D. 

<u>Extra Pay for District Coordinators</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
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Music	\$2,390	\$2,500	\$2,600
Athletic Coordinator	\$5,960	\$6,220	\$6,510
Psychologist	\$5,960	\$6,220	\$6,510
District Level Technology Coordinator (paid a stipend as determined by the District)			

**E. Subject Area Coordinators:**

- (1) One (1) Subject Area Coordinator will be assigned for each core area, (English, Math, Science, Social Studies, Special Education) K – 5<sup>th</sup> Grade, 6 – 8<sup>th</sup> Grade, and 9 – 12<sup>th</sup> Grade.
- (2) One (1) Subject Area Coordinator will be assigned for each special area grades K-12: Art, Foreign Language, Business, Audio/Video, Building Level Technology Coordinator (4), Guidance and Middle School Essential Literacy Skill.
- (3) Each coordinator will receive a stipend:
 

2006-2007 - \$300
2007-2008 - \$355
2008-2009 - \$410 and

Building Level Technology Coordinators (4) shall receive a \$410 stipend each year of the contract.

**F. Chaperoning – Bargaining unit members are required to chaperone one home sporting event, dance, prom, or any other school-sponsored event. At the beginning of the school year, bargaining unit members will be given a schedule of events. Assignments will be awarded on a first-come, first-serve basis.**

Bargaining unit members who do not sign up within the allotted time will be assigned a chaperoning duty. Coaches or advisors will not be assigned to a chaperone duty during their coaching season or their group's event.

If games are added after the initial sign-ups, it is the responsibility of the Athletic Director to post sign-up sheets for those games and to be certain there are chaperones. Additional slots may be deemed necessary by the Administration under special circumstances. If events are rescheduled due to inclement weather or other emergency situations, bargaining unit members originally scheduled to chaperone will be responsible for chaperoning the rescheduled event.

Chaperones will be paid \$35 per event in the 2006-2007 school year, \$38 per event in the 2007-2008 school year, and \$40 per event starting July 1, 2008. The bargaining unit member must submit a signed voucher for payment within 30 calendar days after the event.

**G. Salary Computation:**

The 2006 – 2007 salary schedule will be computed at 4.2% including increment.  
 The 2007 – 2008 salary schedule will be computed at 4.4% including increment.  
 The 2008 – 2009 salary schedule will be computed at 4.6% including increment.  
 Salary schedules are attached which reflect such increases.

**ADDITIONAL COMPENSATION**

The Board shall allocate funds to compensate unit members for additional days worked each year as follows:

2006 - 2007	\$65,000 minimum
2007 - 2008	\$65,000 minimum
2008 - 2009	\$65,000 minimum

The Superintendent must approve these additional days in advance. Approval of work shall be based on the following:

- Consistency with District goals
- Increased student achievement
- Improvement in curriculum and programs
- Enhanced professional development
- Equitable distribution among staff

A joint Association/Administration Committee will convene as necessary to establish guidelines for the approval of additional days.

Unit members may request additional days for purposes including, but not limited to, the following:

- Curriculum Development
- Staff Development
- Scoring of State exams
- State Assessment Training
- Production of Instructional Units/ Materials
- Group Planning

Requests for compensation for additional days must be made in half-day or full day increments. For the purposes of compensation for additional work as specified under this section, a half-day shall be defined at a minimum of 3 hours but less than 6 hours per session. A full day shall be defined as anywhere from 6 to 8 hours per session.

Payment for these additional days will be made at the rate of \$75 per half day (1/2) session and \$150 per full day session.

H. Coaching Differentials – see Appendix B

#### **ARTICLE XVIII**

##### **TUITION**

Unit members who reside outside of the Thousand Islands Central School District may have their children educated in the District by paying an annual tuition of \$100 per child. Transportation would be the responsibility of the parent.

#### **ARTICLE XIX**

##### **WORK DAY / WORK YEAR**

A. Work Day

The District has the right to assign unit members to a workday not to exceed 7 hours and 40 minutes. Unit members will be expected to attend staff meetings, parent conferences, and other meetings for educational business beyond the 7 hours and 40 minutes.

*RATIONALE: Thousand Islands unit members have shown their willingness over the years to volunteer to spend considerable time in addition to the contractually defined workday in order to fulfill their professional responsibilities. In acknowledgement of this practice, and in support of its continuation, the Board wishes to enhance the salary schedule over the next two years beyond what would be considered a regular cost of living increase. The change in contract language endorses a continuation of the status quo and should not be construed to mandate a fixed 7 hour 40 minute day for every unit member every day. Flexibility, creativity, and mutual trust will be the hallmarks of this extension of current practice. A joint Association/Administration Committee will convene as necessary to address any issues, which may arise.*

As has been the practice in previous years, unit members may choose to engage in the activities beyond the regular student day including, but not limited to, the following:

- Academic intervention and/or enrichment work with students
- Meetings of Child Study Teams, Building Planning Teams, District Leadership Team, grade level teams, department teams, Technology Planning Committee, Committee on Special Education, building faculties, inter-school faculties, and inter-school grade levels
- Kindergarten Screening
- Early Literacy training and/or implementation
- Parent conferences
- Correction and review of student work

The Board expects that unit members will continue to choose to use time beyond the regular student day in direct contact with students in need of assistance.

B. Work Year

The Unit member work year shall be as specified in the student instructional calendar, which is adopted annually by the Board of Education.

## AGREEMENT

### A. Legislative Approval

IT IS AGREED TO BY AND BETWEEN THE PARTIES THAT ANY PROVISION OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFOR, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

### B. Witness to Agreement

For the District:

Michael H. Baskin, Jr.  
Board President

Date: March 20, 2007

Witness For the District:

John S. Hatten  
Superintendent

Date: March 20, 2007

For the Association:

Heather Laxarmway  
President

Date: March 20, 2007

Appendix A  
EXTRA-CURRICULAR

	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2008-09</u>
Chemical Hygiene	1110	1160	1210	1270
Extracurricular Treasurer	2260	2350	2450	2560
Future Teachers of America	1180	1230	1280	1340
Varsity Club	520	540	560	590
Whiz Quiz Advisor	790	820	860	900
Class Advisors:				
Class Advisor 9th	520	540	560	590
Class Advisor 10th	760	790	820	860
Class Advisor 11th	1310	1370	1430	1500
Class Advisor 12th	1010	1050	1100	1150
Class Advisor 12th	1010	1050	1100	1150
Honor Society:				
National Honor Soc. Advisor Jr	1180	1230	1280	1340
National Honor Soc. Advisor Sr	1180	1230	1280	1340
Music:				
Marching Band, Summer	1630	1700	1770	1850
Marching Band, School Year High School		400	420	440
Select Vocal Ensemble	1630	1700	1770	1850
Drama Director	1126	1170	1220	1280
Musical Pit Band Director	1126	1170	1220	1280
Musical Stage Manager	810	840	880	920
Vocal Music Director	1126	1170	1220	1280
Newspaper:				
Student Newspaper Elem	790	820	860	900
Student Newspaper MS	790	820	860	900
Student Newspaper HS	790	820	860	900
Play Advisor:				
Play Advisor 9th	790	820	860	900
Play Advisor 10th	790	820	860	900
Play Advisor 11th	790	820	860	900
Play Advisor 12th	790	820	860	900
Play Coordinator	260	270	280	290
Robotics:				
Robotics, Team Leader Personnel		350	370	390
Robotics, Team Leader Technical/ Mngt		350	370	390
Robotics, Robot Design & Build		790	820	860
Robotics, Game Drive		790	820	860
Robotics, Graphic Design		790	820	860
Robotics, Travel & Business		790	820	860
Robotics, Public Relations		790	820	860
Student Council:				
Student Council Advisor, Elem	560	580	610	640
Student Council Advisor, MS	940	980	1020	1070
Student Council Advisor, MS	940	980	1020	1070
Student Council Advisor, HS	940	980	1020	1070
Yearbook:				
School Yearbook Manager	760	790	820	860
School Yearbook Advisor	2500	2610	2720	2850
Video Yearbook Advisor HS	560	580	610	640
School Yearbook Advisor MS	760	790	820	860
Clubs:				
AFS Advisor	520	540	560	590
Art Club	520	540	560	590
Computer Tech Club	520	540	560	590
Envirothon	520	540	560	590
Family Consumer Science	520	540	560	590
International Club, MS	520	540	560	590
SADD Advisor	520	540	560	590
SAFE Advisor	520	540	560	590
Science Olympiad HS	520	540	560	590
Science Olympiad MS	520	540	560	590
Ski Club	520	540	560	590
Ski Club	520	540	560	590

Appendix B  
THOUSAND ISLANDS CENTRAL SCHOOL COACHING  
DIFFERENTIAL SCHEDULE

	2005-06		2006-07		2007-08		2008-09	
	<u>1-3</u>	<u>4+</u>	<u>1-3</u>	<u>4+</u>	<u>1-3</u>	<u>4+</u>	<u>1-3</u>	<u>4+</u>
Baseball, Mod	1360	1480	1420	1540	1480	1610	1550	1680
Baseball, JV	1870	2030	1950	2120	2040	2210	2130	2310
Baseball, Var	2890	3140	3010	3270	3140	3410	3280	3570
Basketball, Assist	1310	1530	1370	1590	1430	1660	1500	1740
Basketball, Mod	1310	1530	1370	1590	1430	1660	1500	1740
Basketball, JV	2430	2620	2530	2730	2640	2850	2760	2980
Basketball, Var	3470	3760	3620	3920	3780	4090	3950	4280
Cheerleading, JV	1310	1530	1370	1590	1430	1660	1500	1740
Cheerleading, Fall	1610	1750	1680	1820	1750	1900	1830	1990
Cheerleading, Winter	1880	2050	1960	2140	2050	2230	2140	2330
Diving Coach	1480	1600	1540	1670	1610	1740	1680	1820
Football, Assist Mod	1460	1690	1520	1760	1590	1840	1660	1920
Football, Mod	1840	2240	1920	2330	2000	2430	2090	2540
Football, Assist Var	2400	2590	2500	2700	2610	2820	2730	2950
Football, Var	3750	4060	3910	4230	4080	4420	4270	4620
Golf	1710	2240	1780	2330	1860	2430	1950	2540
Golf, Mod	1020	1110	1060	1160	1110	1210	1160	1270
Hockey, Assist	2430	2620	2530	2730	2640	2850	2760	2980
Hockey, Var	3470	3760	3620	3920	3780	4090	3950	4280
Soccer, Mod	1480	1600	1540	1670	1610	1740	1680	1820
Soccer, JV	2090	2270	2180	2370	2280	2470	2380	2580
Soccer, Var	3000	3250	3130	3390	3270	3540	3420	3700
Softball, Mod	1360	1480	1420	1540	1480	1610	1550	1680
Softball, JV	1870	2020	1950	2100	2040	2190	2130	2290
Softball, Var	2890	3140	3010	3270	3140	3410	3280	3570
Swim, Mod	1480	1600	1540	1670	1610	1740	1680	1820
Swim, Var	3000	3250	3130	3390	3270	3540	3420	3700
Volleyball, Mod	1570	1720	1640	1790	1710	1870	1790	1960
Volleyball, JV	2510	2720	2620	2830	2740	2950	2870	3090
Volleyball, Var	3300	3570	3440	3720	3590	3880	3760	4060

NOTE: Coaches with previous interscholastic experience in that sport will be given full credit for placement on above schedule.

Appendix C

THOUSAND ISLANDS EDUCATIONAL UNIT MEMBERS ASSOCIATION

GRIEVANCE FORM

Date filed: \_\_\_\_\_

Building assignment and Supervisor: \_\_\_\_\_

Name of grievant: \_\_\_\_\_

Nature of grievance: (Include date when grievance occurred)

Contract clause(s) allegedly violated:

Remedy sought:

Grievant signature: \_\_\_\_\_

# SALARY SCHEDULE

2006-2007

Step ->	973	B-1 ->	32810
Grad->	450	M-1->	36350

	B	B6	B12	B18	B24	B30	B36	B42	B48	B54	B60	M	M6	M12	M18	M24	M30
1	32810	33260	33710	34160	34610	35060	35510	35960	36410	36860	37310	36350	36800	37250	37700	38150	38600
2	33783	34233	34683	35133	35583	36033	36483	36933	37383	37833	38283	37323	37773	38223	38673	39123	39573
3	34756	35206	35656	36106	36556	37006	37456	37906	38356	38806	39256	38296	38746	39196	39646	40096	40546
4	35729	36179	36629	37079	37529	37979	38429	38879	39329	39779	40229	39269	39719	40169	40619	41069	41519
5	36702	37152	37602	38052	38502	38952	39402	39852	40302	40752	41202	40242	40692	41142	41592	42042	42492
6	37675	38125	38575	39025	39475	39925	40375	40825	41275	41725	42175	41215	41665	42115	42565	43015	43465
7	38648	39098	39548	39998	40448	40898	41348	41798	42248	42698	43148	42188	42638	43088	43538	43988	44438
8	39621	40071	40521	40971	41421	41871	42321	42771	43221	43671	44121	43161	43611	44061	44511	44961	45411
9	40594	41044	41494	41944	42394	42844	43294	43744	44194	44644	45094	44134	44584	45034	45484	45934	46384
10	41567	42017	42467	42917	43367	43817	44267	44717	45167	45617	46067	45107	45557	46007	46457	46907	47357
11	42540	42990	43440	43890	44340	44790	45240	45690	46140	46590	47040	46080	46530	46980	47430	47880	48330
12	43513	43963	44413	44863	45313	45763	46213	46663	47113	47563	48013	47053	47503	47953	48403	48853	49303
13	44486	44936	45386	45836	46286	46736	47186	48926	48086	48536	48986	48026	48476	48926	49376	49826	50276
14	45459	45909	46359	46809	47259	47709	48159	48609	49059	49509	49959	48999	49449	49899	50349	50799	51249
15	46432	46882	47332	47782	48232	48682	49132	49582	50032	50482	50932	49972	50422	50872	51322	51772	52222
16	47405	47855	48305	48755	49205	49655	50105	50555	51005	51455	51905	50945	51395	51845	52295	52745	53195
17	48378	48828	49278	49728	50178	50628	51078	51528	51978	52428	52878	51918	52368	52818	53268	53718	54168
18	49351	49801	50251	50701	51151	51601	52051	52501	52951	53401	53851	52891	53341	53791	54241	54691	55141
19	50324	50774	51224	51674	52124	52574	53024	53474	53924	54374	54824	53864	54314	54764	55214	55664	56114
20	51297	51747	52197	52647	53097	53547	53997	54447	54897	55347	55797	54837	55287	55737	56187	56637	57087
21	52270	52720	53170	53620	54070	54520	54970	55420	55870	56320	56770	55810	56260	56710	57160	57610	58060
22	53243	53693	54143	54593	55043	55493	55943	56393	56843	57293	57743	56783	57233	57683	58133	58583	59033
23	54216	54666	55116	55566	56016	57756	56916	57366	57816	58266	58716	57756	58206	58656	59106	59556	60006
24	55189	55639	56089	56539	56989	57439	57889	58339	58789	59239	60979	58729	59179	59629	60079	60529	60979
25	56162	56612	57062	57512	57962	58412	58862	59312	59762	60212	60662	59702	60152	60602	61052	61502	61952
26	57135	57585	58035	58485	58935	59385	59835	60285	60735	61185	61635	60675	61125	61575	62025	62475	62925
27	58108	58558	59008	59458	59908	61648	60808	61258	61708	62158	62608	61648	62098	62548	62998	63448	63898
28	59081	59531	59981	60431	60881	61331	61781	62231	62681	63131	63581	62621	63071	63521	63971	64421	64871
29	60054	60504	60954	61404	61854	62304	62754	63204	63654	64104	64554	63594	64044	64494	64944	65394	65844
30	61027	61477	61927	62377	62827	64567	63727	64177	64627	65077	65527	64567	65017	65467	65917	66367	66817
31	62000	62450	62900	63350	63800	64250	65990	65150	65600	66050	66500	65540	65990	66440	66890	67340	67790
32	62973	63423	63873	64323	64773	65223	66963	67413	66573	67023	67473	66513	66963	67413	67863	68313	68763
33	63946	64396	64846	65296	65746	66196	66646	67096	67546	67996	68446	67486	67936	68386	68836	69286	69736
34	64919	65369	65819	66269	66719	68459	67619	68069	68519	68969	70709	68459	68909	69359	69809	70259	70709
35	65892	66342	66792	67242	67692	68142	68592	69042	69492	69942	70392	69432	69882	70332	70782	71232	71682
36	66865	67315	67765	68215	68665	70405	69565	70015	70465	70915	71365	70405	70855	71305	71755	72205	72655

Grandfathered B to M

**SALARY SCHEDULE**

**2007-2008**

Step-> 1002      B-1 -> 34000  
 Grad-> 455      M-1-> 37200

	B	B6	B12	B18	B24	B30	B36	B42	B48	B54	B60	M	M6	M12	M18	M24	M30
1	34000	34455	34910	35365	35820	36275	36730	37185	37640	38095	38550	37200	37655	38110	38565	39020	39475
2	35002	35457	35912	36367	36822	37277	37732	38187	38642	39097	39552	38202	38657	39112	39567	40022	40477
3	36004	36459	36914	37369	37824	38279	38734	39189	39644	40099	40554	39204	39659	40114	40569	41024	41479
4	37006	37461	37916	38371	38826	39281	39736	40191	40646	41101	41556	40206	40661	41116	41571	42026	42481
5	38008	38463	38918	39373	39828	40283	40738	41193	41648	42103	42558	41208	41663	42118	42573	43028	43483
6	39010	39465	39920	40375	40830	41285	41740	42195	42650	43105	43560	42210	42665	43120	43575	44030	44485
7	40012	40467	40922	41377	41832	42287	42742	43197	43652	44107	44562	43212	43667	44122	44577	45032	45487
8	41014	41469	41924	42379	42834	43289	43744	44199	44654	45109	45564	44214	44669	45124	45579	46034	46489
9	42016	42471	42926	43381	43836	44291	44746	45201	45656	46111	46566	45216	45671	46126	46581	47036	47491
10	43018	43473	43928	44383	44838	45293	45748	46203	46658	47113	47568	46218	46673	47128	47583	48038	48493
11	44020	44475	44930	45385	45840	46295	46750	47205	47660	48115	48570	47220	47675	48130	48585	49040	49495
12	45022	45477	45932	46387	46842	47297	47752	48207	48662	49117	49572	48222	48677	49132	49587	50042	50497
13	46024	46479	46934	47389	47844	48299	48754	49209	49664	50119	50574	49224	49679	50134	50589	51044	51499
14	47026	47481	47936	48391	48846	49301	49756	51136	50666	51121	51576	50226	50681	51136	51591	52046	52501
15	48028	48483	48938	49393	49848	50303	50758	51213	51668	52123	52578	51228	51683	52138	52593	53048	53503
16	49030	49485	49940	50395	50850	51305	51760	52215	52670	53125	53580	52230	52685	53140	53595	54050	54505
17	50032	50487	50942	51397	51852	52307	52762	53217	53672	54127	54582	53232	53687	54142	54597	55052	55507
18	51034	51489	51944	52399	52854	53309	53764	54219	54674	55129	55584	54234	54689	55144	55599	56054	56509
19	52036	52491	52946	53401	53856	54311	54766	55221	55676	56131	56586	55236	55691	56146	56601	57056	57511
20	53038	53493	53948	54403	54858	55313	55768	56223	56678	57133	57588	56238	56693	57148	57603	58058	58513
21	54040	54495	54950	55405	55860	56315	56770	57225	57680	58135	58590	57240	57695	58150	58605	59060	59515
22	55042	55497	55952	56407	56862	57317	57772	58227	58682	59137	59592	58242	58697	59152	59607	60062	60517
23	56044	56499	56954	57409	57864	58319	58774	59229	59684	60139	60594	59244	59699	60154	60609	61064	61519
24	57046	57501	57956	58411	58866	60246	59776	60231	60686	61141	61596	60246	60701	61156	61611	62066	62521
25	58048	58503	58958	59413	59868	60323	60778	61233	61688	62143	63523	61248	61703	62158	62613	63068	63523
26	59050	59505	59960	60415	60870	61325	61780	62235	62690	63145	63600	62250	62705	63160	63615	64070	64525
27	60052	60507	60962	61417	61872	62327	62782	63237	63692	64147	64602	63252	63707	64162	64617	65072	65527
28	61054	61509	61964	62419	62874	64254	63784	64239	64694	65149	65604	64254	64709	65164	65619	66074	66529
29	62056	62511	62966	63421	63876	64331	64786	65241	65696	66151	66606	65256	65711	66166	66621	67076	67531
30	63058	63513	63968	64423	64878	65333	65788	66243	66698	67153	67608	66258	66713	67168	67623	68078	68533
31	64060	64515	64970	65425	65880	67260	66790	67245	67700	68155	68610	67260	67715	68170	68625	69080	69535
32	65062	65517	65972	66427	66882	67337	68717	68247	68702	69157	69612	68262	68717	69172	69627	70082	70537
33	66064	66519	66974	67429	67884	68339	69719	70174	69704	70159	70614	69264	69719	70174	70629	71084	71539
34	67066	67521	67976	68431	68886	69341	69796	70251	70706	71161	71616	70266	70721	71176	71631	72086	72541
35	68068	68523	68978	69433	69888	71268	70798	71253	71708	72163	73543	71268	71723	72178	72633	73088	73543
36	69070	69525	69980	70435	70890	71345	71800	72255	72710	73165	73620	72270	72725	73180	73635	74090	74545



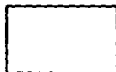
Grandfathered B to M



**SALARY SCHEDULE  
2008-2009**

Step -> 1034      B-1 -> 35730  
Grad-> 456      M-1-> 38155

	B	B6	B12	B18	B24	B30	B36	B42	B48	B54	B60	M	M6	M12	M18	M24	M30
1	35730	36186	36642	37098	37554	38010	38466	38922	39378	39834	40290	39155	39611	39967	39523	39979	40435
2	36764	37220	37676	38132	38588	39044	39500	39956	40412	40868	41324	39189	39645	40101	40557	41013	41469
3	37798	38254	38710	39166	39622	40078	40534	40990	41446	41902	42358	40223	40679	41135	41591	42047	42503
4	38832	39288	39744	40200	40656	41112	41568	42024	42480	42936	43392	41257	41713	42169	42625	43081	43537
5	39866	40322	40778	41234	41690	42146	42602	43058	43514	43970	44426	42291	42747	43203	43659	44115	44571
6	40900	41356	41812	42268	42724	43180	43636	44092	44548	45004	45460	43325	43781	44237	44693	45149	45605
7	41934	42390	42846	43302	43758	44214	44670	45126	45582	46038	46494	44359	44815	45271	45727	46183	46639
8	42968	43424	43880	44336	44792	45248	45704	46160	46616	47072	47528	45393	45849	46305	46761	47217	47673
9	44002	44458	44914	45370	45826	46282	46738	47194	47650	48106	48562	46427	46883	47339	47795	48251	48707
10	45036	45492	45948	46404	46860	47316	47772	48228	48684	49140	49596	47461	47917	48373	48829	49285	49741
11	46070	46526	46982	47438	47894	48350	48806	49262	49718	50174	50630	48495	48951	49407	49863	50319	50775
12	47104	47560	48016	48472	48928	49384	49840	50296	50752	51208	51664	49529	49985	50441	50897	51353	51809
13	48138	48594	49050	49506	49962	50418	50874	51330	51786	52242	52698	50563	51019	51475	51931	52387	52843
14	49172	49628	50084	50540	50996	51452	51908	52364	52820	53276	53732	51597	52053	52509	52965	53421	53877
15	50206	50662	51118	51574	52030	52486	52942	53398	53854	54310	54766	52631	53087	53543	53999	54455	54911
16	51240	51696	52152	52608	53064	53520	53976	54432	54888	55344	55800	53665	54121	54577	55033	55489	55945
17	52274	52730	53186	53642	54098	54554	55010	55466	55922	56378	56834	54699	55155	55611	56067	56523	56979
18	53308	53764	54220	54676	55132	55588	56044	56500	56956	57412	57868	55733	56189	56645	57101	57557	58013
19	54342	54798	55254	55710	56166	56622	57078	57534	57990	58446	58902	56767	57223	57679	58135	58591	59047
20	55376	55832	56288	56744	57200	57656	58112	58568	59024	59480	59936	57801	58257	58713	59169	59625	60081
21	56410	56866	57322	57778	58234	58690	59146	59602	60058	60514	60970	58835	59291	59747	60203	60659	61115
22	57444	57900	58356	58812	59268	59724	60180	60636	61092	61548	62004	59869	60325	60781	61237	61693	62149
23	58478	58934	59390	59846	60302	60758	61214	61670	62126	62582	63038	60903	61359	61815	62271	62727	63183
24	59512	59968	60424	60880	61336	61792	62248	62704	63160	63616	64072	61937	62393	62849	63305	63761	64217
25	60546	61002	61458	61914	62370	62971	63282	63738	64194	64650	65106	62971	63427	63883	64339	64795	65251
26	61580	62036	62492	62948	63404	63860	64316	64772	65228	65684	66285	64005	64461	64917	65373	65829	66285
27	62614	63070	63526	63982	64438	64894	65350	65806	66262	66718	67174	65039	65495	65951	66407	66863	67319
28	63648	64104	64560	65016	65472	65928	66384	66840	67296	67752	68208	66073	66529	66985	67441	67897	68353
29	64682	65138	65594	66050	66506	67107	67418	67874	68330	68786	69242	67107	67563	68019	68475	68931	69387
30	65716	66172	66628	67084	67540	67996	68452	68908	69364	69820	70276	68141	68597	69053	69509	69965	70421
31	66750	67206	67662	68118	68574	69030	69486	69942	70398	70854	71310	69175	69631	70087	70543	70999	71455
32	67784	68240	68696	69152	69608	70209	70520	70976	71432	71888	72344	70209	70665	71121	71577	72033	72489
33	68818	69274	69730	70186	70642	71098	71699	72010	72466	72922	73378	71243	71699	72155	72611	73067	73523
34	69852	70308	70764	71220	71676	72132	72733	73189	73500	73956	74412	72277	72733	73189	73645	74101	74557
35	70886	71342	71798	72254	72710	73166	73622	74078	74534	74990	75446	73311	73767	74223	74679	75135	75591
36	71920	72376	72832	73288	73744	74345	74656	75112	75568	76024	76625	74345	74801	75257	75713	76169	76625



Grandfathered B to M